

Did you know . . .

- *One out of seven working families report losing some time from work EACH MONTH because of a breakdown in childcare arrangements.*

- *Childcare ranked as the MOST pressing need among parents with young children, according to a recent survey of mayors from cities of all sizes.*

- *Fewer than 1 in five American workers now live in “traditional families” where dad is employed and mom stays home. In most two – parent families, both parents are in the work force.*

For free, confidential assistance in evaluating your current policy, please contact:

***THE INDIANA ASSOCIATION OF CHILD
CARE RESOURCE AND REFERRAL***

(800) 299-1627

“Dedicated to increasing productivity in the workplace by providing work-life solutions.”

This project is supported by the Indiana Family & Social Services Administration and the Indiana Association of Child Care Resource and Referral



Building Business Partnerships to Support Work-Life:

Why Should We Get Involved?



Most companies are recognizing that work-family programs and policies are smart investments in their current and future work forces. Improved employee recruitment, retention, productivity, and loyalty are important results that feed directly into a company's bottom line . . .

Fact: Childcare problems reduce productivity.

A survey of 5,000 employees at five major U.S. corporations found that 82% of working parents had missed work, arrived late or left early, or had used work time to deal with child care problems.

Fact: It's getting harder to recruit and retain skilled workers.

Skilled workers are now in a position to shop around for employers who will support their interest in fulfilling both work and family responsibilities.

Fact: High quality childcare is in short supply.

Nationally, two out of three parents report difficulty in finding childcare. Childcare is in especially short supply for infants, school-aged children, children with special needs and children whose parents work evenings or weekends.

Greg Robinson runs a McDonald's franchise with a staff of 60 in Rochester, Indiana. He reports that he often receives calls from employees saying they can't come to work because *"their babysitter didn't show up or quit. So I am left hanging. My business is left hanging. I have to find someone to work that shift. Child care is a matter of big interest to me."*

Childcare . . . What's In It For My Business?

Businesses want initiatives that pay for themselves. As more and more companies are implementing work / family policies, their experiences are improving our understanding of the return employers can expect from work / family investments.

- Lower absenteeism and tardiness
- Increased productivity
- Enhanced recruitment
- Improved employee morale
- Lower job turnover rate
- Favorable publicity from employees

"In response to the skeptics, I believe our work-family efforts generate excellent returns on investment. Moreover, we have hard data from employees themselves that they welcome what we're doing- these are not intrusions. And, very importantly, everyone in the company benefits from being part of an effective organization that excels in the marketplace."

*Randall L. Tobias
Chairman and Chief Executive Officer
Eli Lilly and Company, 1996*

Childcare . . . It's Good Business

Employers responding to the changing nature of the workforce have taken many options in offering employee assistance:

Flexible Work Arrangements:

- Flextime
- Compressed Work Week
- Telecommuting
- Part-time or Reduced Workload
- Job Sharing

Child Care Assistance:

- Resource and Referral Service
- Parent Education Seminars
- Reserved Child Care Spaces
- On / Near Site Day Care Center
- Back Up Emergency Care
- Summer Camps / School Holiday Care

Financial Options That Support Child Care:

- DCAP Plan
- Child Care Center Discounts
- Child Care Vouchers / Reimbursements
- Cafeteria Style Benefit Plan

Family Leave Policies:

- Parental Leave
- Use of Sick Leave for Family Illness
- Personal Leave
- Paid Time Off Programs